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Department of Defense

# CIVILIAN MANPOWER STATISTICS

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Quarter Ending March 31, 1990

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WASHINGTON HEADQUARTERS SERVICES

Department of Defense

# CIVILIAN MANPOWER STATISTICS

March 31, 1990

*Issued Quarterly by  
Washington Headquarters Services  
Directorate for Information  
Operations and Reports (DIOR)*

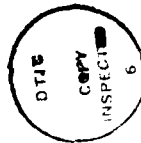
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WASHINGTON, D.C. 20402~~

*DTIC and NTIS identification number for this publication is DIOR/M04-90/02.*

## FOREWORD

*Civilian Manpower Statistics (CMS)* is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.



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TABLE 1

**DoD Civilian Employment by Function and Employment Status,  
According to Defense Component - March 31, 1990**

<b>FUNCTION/EMPLOYMENT STATUS</b>	<b>TOTAL DoD a/</b>	<b>ARMY</b>	<b>NAVY b/</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. c/</b>
<b>MILITARY FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,103,055	398,691	349,313	259,729	95,322
DIRECT HIRE	1,025,051	344,177	338,918	248,173	93,783
INDIRECT HIRE	78,004	54,514	10,395	11,556	1,539
<b>TOTAL EMPLOYMENT</b>	<b>1,109,205</b>	<b>400,164</b>	<b>351,872</b>	<b>261,022</b>	<b>96,147</b>
DIRECT HIRE	1,031,201	345,650	341,477	249,466	94,608
INDIRECT HIRE	78,004	54,514	10,395	11,556	1,539
<b>CIVIL FUNCTIONS (ALL DIRECT HIRE)</b>					
OMB CEILING EMPLOYMENT	27,809	27,808	0	1	0
<b>TOTAL EMPLOYMENT</b>	<b>29,524</b>	<b>29,523</b>	<b>0</b>	<b>1</b>	<b>0</b>
<b>TOTAL MILITARY AND CIVIL FUNCTIONS</b>					
OMB CEILING EMPLOYMENT	1,130,864	426,499	349,313	259,730	95,322
DIRECT HIRE	1,052,860	371,985	338,918	248,174	93,783
INDIRECT HIRE	78,004	54,514	10,395	11,556	1,539
<b>TOTAL EMPLOYMENT</b>	<b>1,138,729</b>	<b>429,687</b>	<b>351,872</b>	<b>261,023</b>	<b>96,147</b>
DIRECT HIRE	1,060,725	375,173	341,477	249,467	94,608
INDIRECT HIRE	78,004	54,514	10,395	11,556	1,539

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

**Trends in DoD Civilian Employment Subject to OMB Ceiling,  
By Function, Employment Status, and Defense Component**

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 86	30 SEP 87	30 SEP 88	30 SEP 89	31 JAN 90	29 FEB 90	31 MAR 90
MILITARY FUNCTIONS	1,112,901	1,134,145	1,090,479	1,117,449	1,113,940	1,109,866	1,103,055
DIRECT HIRE a/	1,027,866	1,049,337	1,010,306	1,037,632	1,034,364	1,030,768	1,025,051
INDIRECT HIRE b/	85,035	84,808	80,173	79,817	79,576	79,098	78,004
ARMY	414,774	420,145	394,842	405,008	403,159	401,588	398,691
DIRECT HIRE	355,343	359,966	338,525	349,171	347,265	346,084	344,177
INDIRECT HIRE	59,431	60,179	56,317	55,837	55,894	55,504	54,514
NAVY	342,727	354,162	348,570	354,942	353,104	351,827	349,313
DIRECT HIRE	332,363	343,672	338,369	344,436	342,689	341,403	338,918
INDIRECT HIRE	10,364	10,490	10,201	10,506	10,415	10,424	10,395
AIR FORCE	264,299	265,326	254,070	261,571	262,134	260,837	259,729
DIRECT HIRE	250,655	252,767	242,029	249,662	250,433	249,228	248,173
INDIRECT HIRE	13,644	12,559	12,041	11,909	11,701	11,609	11,556
OTHER DoD ORGANIZATIONS c/	91,101	94,512	92,997	95,928	95,543	95,614	95,322
DIRECT HIRE	89,505	92,932	91,383	94,363	93,977	94,053	93,783
INDIRECT HIRE	1,596	1,580	1,614	1,565	1,566	1,561	1,539
CIVIL FUNCTIONS a/							
(ALL DIRECT HIRE)	30,817	29,753	30,446	29,248	27,800	27,817	27,809
ARMY	30,814	29,751	30,444	29,246	27,799	27,816	27,808
AIR FORCE	3	2	2	2	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,143,718	1,163,898	1,120,925	1,146,697	1,141,740	1,137,683	1,130,864
DIRECT HIRE a/	1,058,683	1,079,090	1,040,752	1,066,880	1,062,164	1,058,585	1,052,860
INDIRECT HIRE b/	85,035	84,808	80,173	79,817	79,576	79,098	78,004

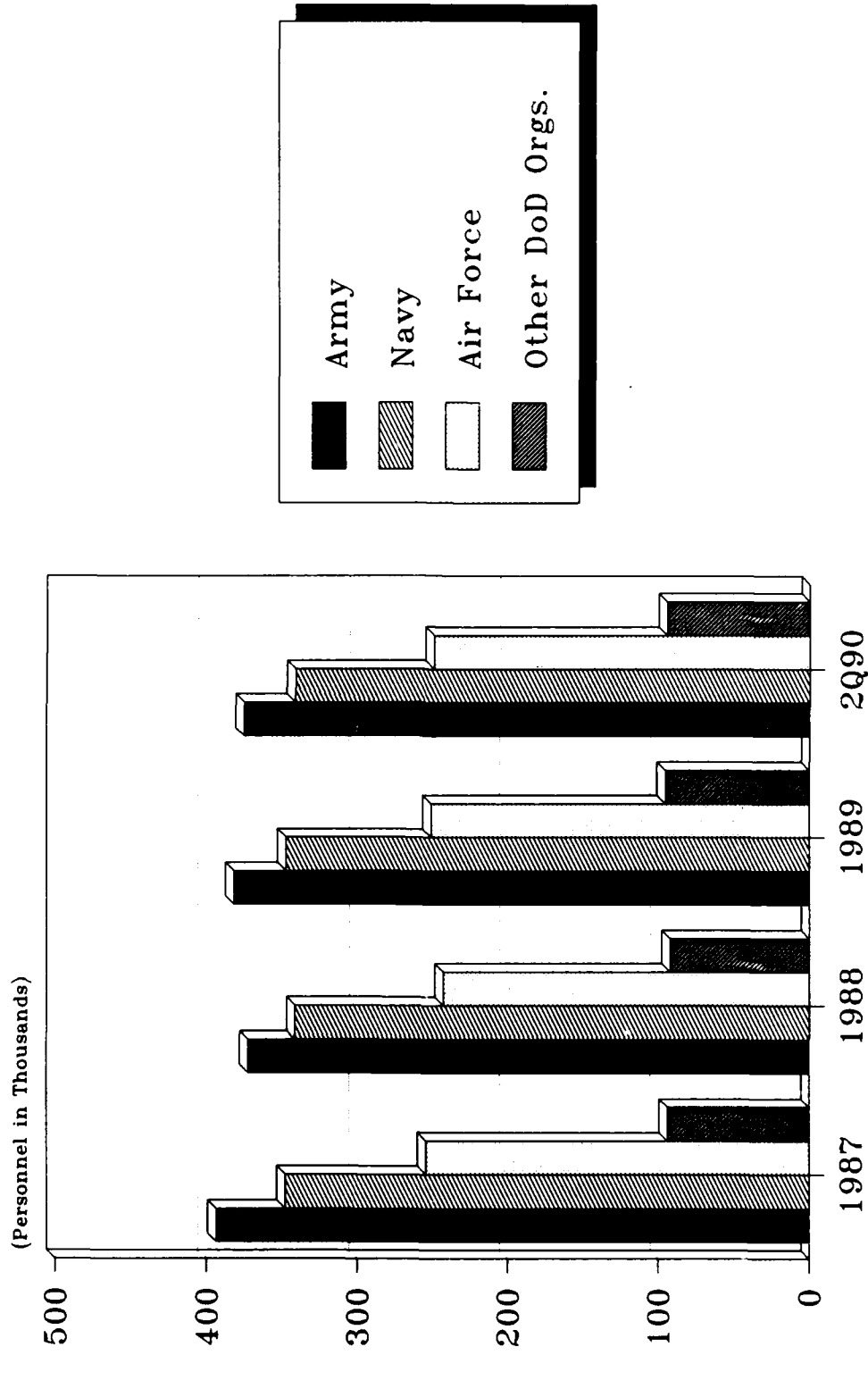
a/As reported officially to the Office of Personnel Management

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments

c/See Glossary for a list of Other DoD Organizations

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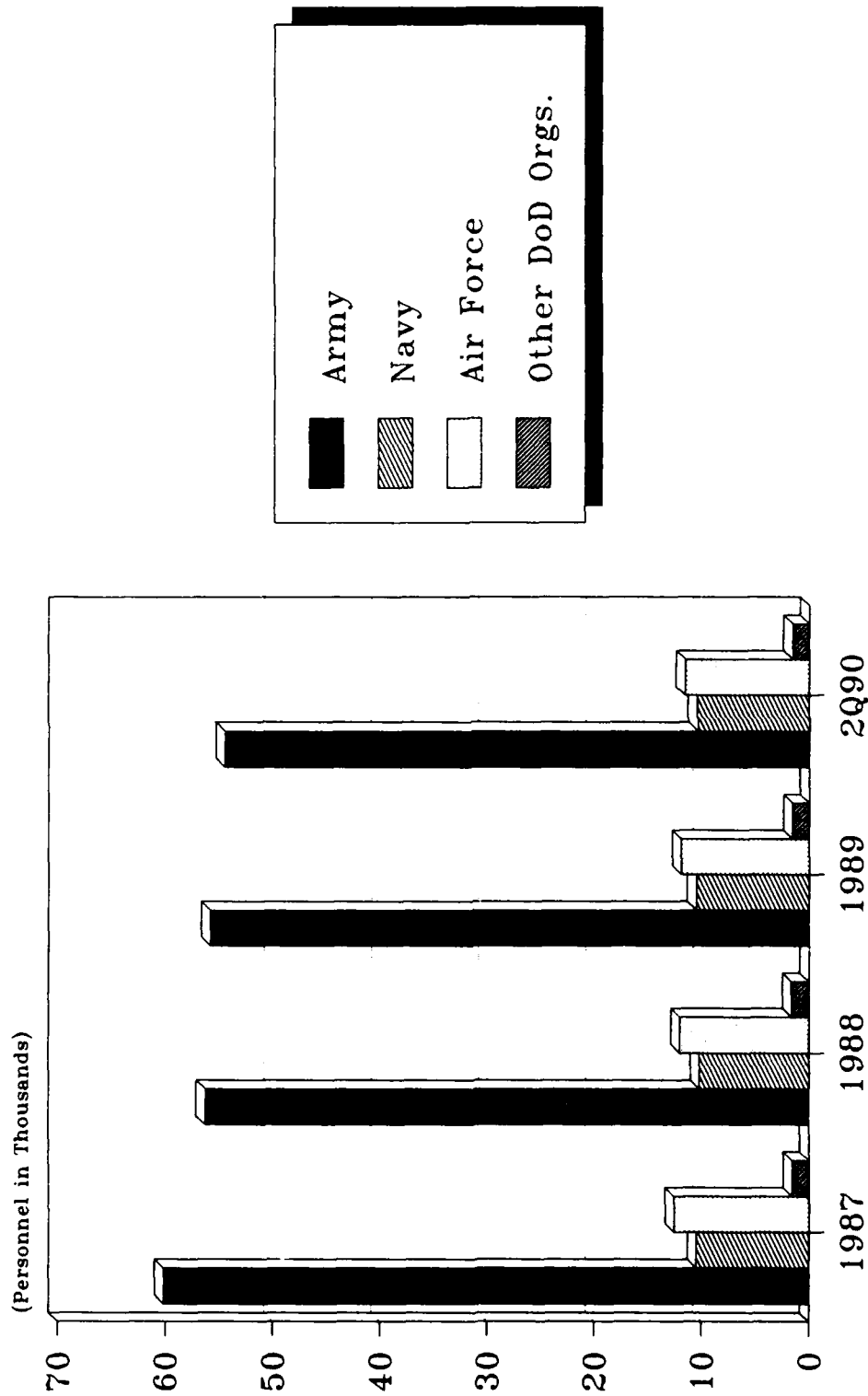
# TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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Figure 1 - Direct Hires

# TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



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Figure 2 - Indirect Hires



TABLE 3

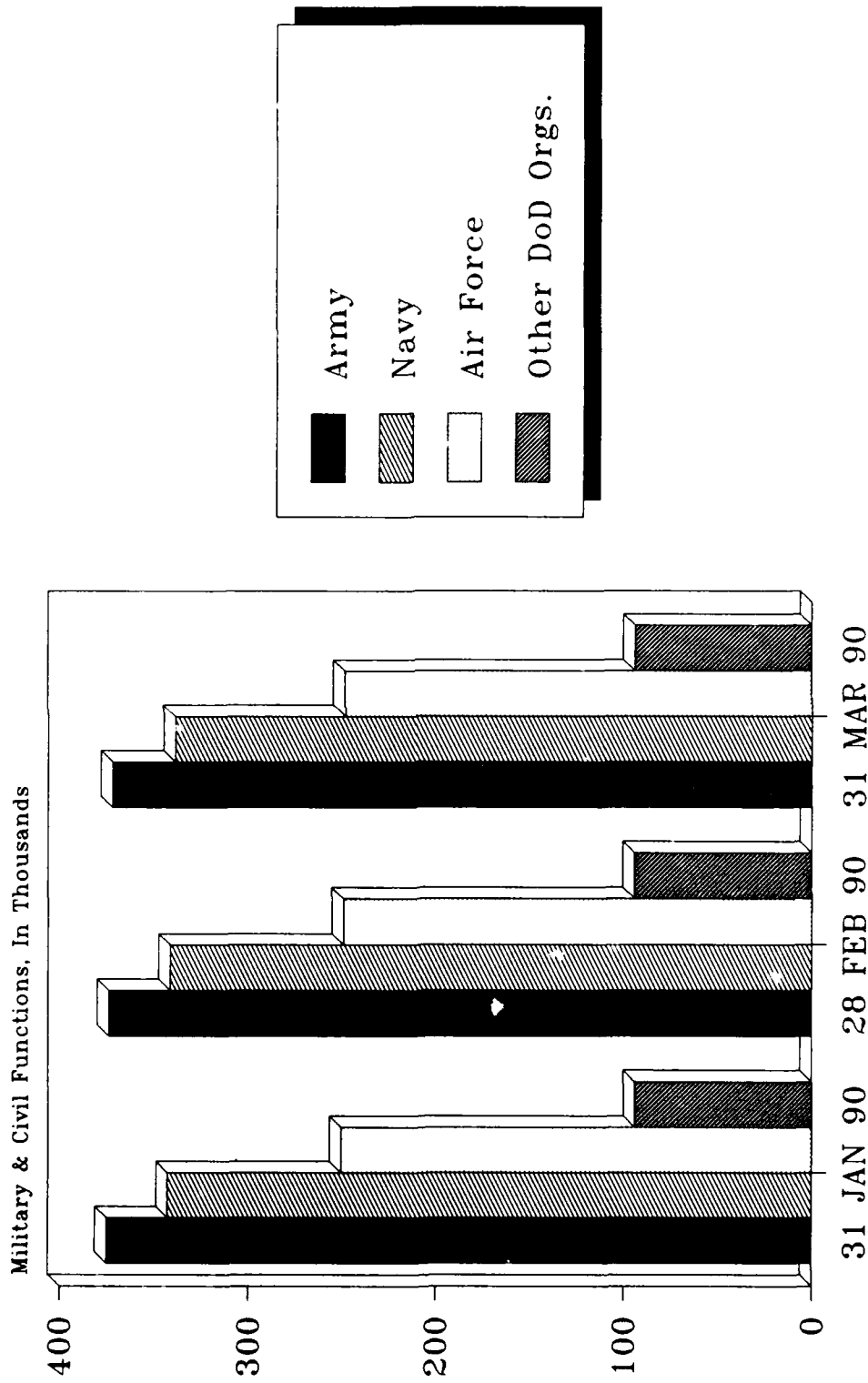
# DoD Direct Hire Civilian Personnel Subject to OMB Ceiling, By Function and Defense Component

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JAN 90	29 FEB 90	31 MAR 90		31 JAN 90	29 FEB 90	31 MAR 90
MILITARY FUNCTIONS							
ARMY	1,034,364	1,030,768	1,025,051	1,013,586	919,579	918,076	915,440
NAVY	347,265	346,084	344,177	334,387	295,476	295,565	295,064
AIR FORCE	342,689	341,403	338,918	337,186	313,011	312,159	310,317
OSD & ORGANIZATIONS SERVICED	250,433	249,228	248,173	248,622	226,471	226,276	225,627
BY OSD a/	4,340	4,361	4,357	4,794	4,035	4,071	4,062
DEFENSE COMMUNICATIONS AGENCY	2,453	2,458	2,435	2,401	2,336	2,317	2,310
DEFENSE CONTRACT AUDIT AGENCY	7,012	6,960	6,899	7,453	6,891	6,834	6,775
DEFENSE INVESTIGATIVE SERVICE	4,222	4,191	4,173	4,250	4,133	4,106	4,090
DEFENSE LOGISTICS AGENCY	51,763	51,771	51,543	49,186	48,173	48,252	48,121
DEFENSE MAPPING AGENCY	8,235	8,232	8,199	8,411	8,008	8,010	7,993
DEFENSE NUCLEAR AGENCY	828	832	828	942	749	752	750
DEPARTMENT OF DEFENSE							
DEPENDENT SCHOOLS	12,813	12,931	13,036	13,488	8,137	8,161	8,155
DEPARTMENT OF DEFENSE							
INSPECTOR GENERAL	1,448	1,463	1,467	1,585	1,431	1,447	1,452
ON-SITE INSPECTION AGENCY	57	59	60	71	57	59	60
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	806	795	786	810	671	667	664
CIVIL FUNCTIONS							
ARMY	27,800	27,817	27,809	N/A	26,184	26,281	26,364
AIR FORCE	27,799	27,816	27,808		26,183	26,280	26,363
	1	1	1		1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,062,164	1,058,585	1,052,860	N/A	945,763	944,957	941,804

a/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

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# DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO OMB CEILING, BY MONTH & DEFENSE COMPONENT



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Figure 3 - Total Employment

**TABLE 4**

**DoD Direct and Indirect Hire Civilian Personnel by Component,  
According to Type (Excluding the Military Departments) - March 31, 1990 a/**

<b>DEFENSE COMPONENTS</b>	<b>TOTAL</b>	<b>DIRECT HIRE CIVILIANS</b>	<b>INDIRECT HIRE CIVILIANS</b>
OSD AND ORGANIZATIONS SERVICED BY OSD b/	4,421	4,400	21
DEFENSE COMMUNICATIONS AGENCY	2,500	2,489	11
DEFENSE CONTRACT AUDIT AGENCY	6,933	6,928	5
DEFENSE INVESTIGATIVE SERVICE	4,196	4,196	0
DEFENSE LOGISTICS AGENCY	53,038	52,173	865
DEFENSE MAPPING AGENCY	8,241	8,240	1
DEFENSE NUCLEAR AGENCY	833	833	0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	13,671	13,036	635
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,468	1,467	1
ON-SITE INSPECTION AGENCY	60	60	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	786	786	0
<b>TOTAL</b>	<b>96,147</b>	<b>94,608</b>	<b>1,539</b>

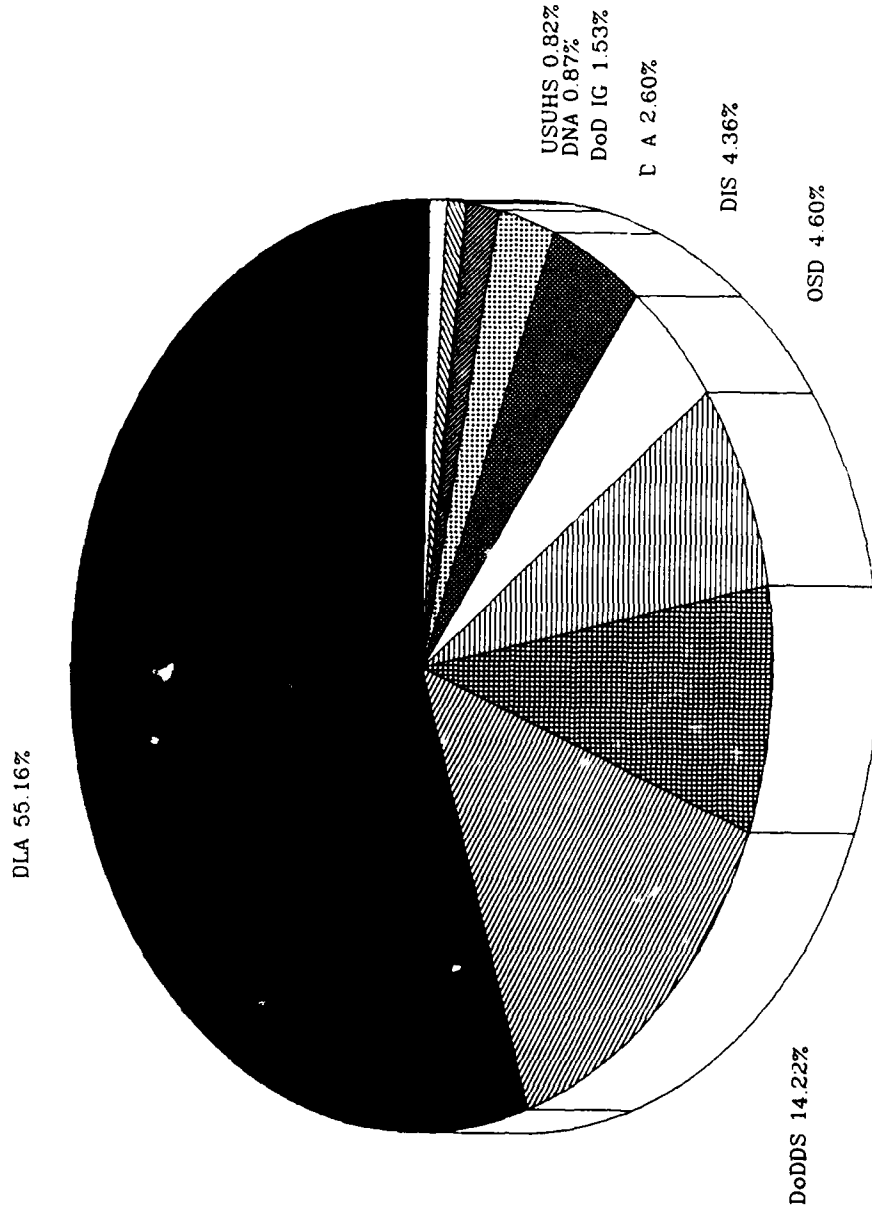
a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of OSD and Organizations serviced by OSD.

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# DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT BY COMPONENT - MARCH 31, 1990

Excludes Military Departments, OSIA--06%



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FIGURE 4

**TABLE 5**

**DoD Direct Hire Civilian Personnel, by Type  
According to Defense Component - March 31, 1990 a/**

<b>TYPE OF PERSONNEL</b>	<b>TOTAL DoD a/</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. b/</b>
<b>TOTAL</b>	1,060,725	375,173	341,477	249,467	94,608
<b>BY STATUS</b>					
FULL-TIME	1,030,627	363,848	335,313	242,344	89,122
PART-TIME	25,886	10,307	5,814	5,197	4,568
INTERMITTENT	4,212	1,018	350	1,926	918
<b>BY CAREER SERVICE CATEGORY</b>					
COMPETITIVE	888,392	299,650	305,599	205,431	77,712
EXCEPTED AND SES	172,333	75,523	35,878	44,036	16,896
<b>BY TYPE OF APPOINTMENT</b>					
PERMANENT	953,253	325,578	313,692	228,263	85,720
TEMPORARY/INDEFINITE	107,472	49,595	27,785	21,204	8,888
<b>BY CITIZENSHIP</b>					
U.S. CITIZENS	1,022,853	359,355	326,950	242,432	94,116
NON-CITIZENS	37,872	15,818	14,527	7,035	492
<b>BY LABOR CATEGORY</b>					
SALARIED	746,042	277,559	220,592	164,844	83,047
WAGE BOARD	314,683	97,614	120,885	84,623	11,561

a/Includes personnel not subject to OMB ceiling control  
b/See the Glossary for a list of Other DoD Organizations.

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**TABLE 6**

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - March 31, 1990 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,060,725	375,173	341,477	249,467	94,608
UNITED STATES	963,095	329,358	317,914	234,829	80,994
BY LOCATION					
WASHINGTON, D.C., SMSA c/	89,686	27,952	38,428	6,520	16,786
REMAINDER OF U. S.	873,409	301,406	279,486	228,309	64,208
BY LABOR CATEGORY					
SALARIED	676,192	246,036	209,080	151,544	69,532
WAGE BOARD	286,903	83,322	108,834	83,285	11,462
BY CITIZENSHIP					
U. S. CITIZENS	962,451	329,025	317,735	234,785	80,906
NON-CITIZENS	644	333	179	44	88
U. S. TERRITORIES	7,212	1,148	5,088	886	90
BY LABOR CATEGORY					
SALARIED	3,813	819	2,498	415	81
WAGE BOARD	3,399	329	2,590	471	9
BY CITIZENSHIP					
U. S. CITIZENS	7,172	1,148	5,071	883	70
NON-CITIZENS	40	0	17	3	20
FOREIGN COUNTRIES	90,418	44,667	18,475	13,752	13,524
BY LABOR CATEGORY					
SALARIED	66,037	30,704	9,014	12,885	13,434
WAGE BOARD	24,381	13,963	9,461	867	90
BY CITIZENSHIP					
U. S. CITIZENS	53,230	29,182	4,144	6,764	13,140
NON-CITIZENS	37,188	15,485	14,331	6,988	384

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia; Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Stafford, and Prince William counties in Virginia.

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**TABLE 7**

**DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - March 31, 1990**

<b>COUNTRY</b>	<b>TOTAL DoD</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. a/</b>
<b>TOTAL</b>	78,004	54,514	10,395	11,556	1,539
<b>BELGIUM</b>	895	857	0	21	17
<b>GERMANY</b>	53,887	46,845	3	5,937	1,102
<b>GREECE</b>	464	2	98	351	13
<b>GUAM</b>	4	0	4	0	0
<b>JAPAN</b>	17,012	3,269	9,177	4,359	207
<b>KOREA</b>	3,207	3,207	0	0	0
<b>NETHERLANDS</b>	437	334	0	86	17
<b>PHILIPPINES</b>	6	0	6	0	0
<b>SPAIN</b>	1,989	0	1,107	802	80
<b>UNITED KINGDOM</b>	103	0	0	0	103

a/See the Glossary for a list of Other DoD Organizations.

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## GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and several conservation management employees (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)



Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

#### OTHER DoD ORGANIZATIONS

\*Office of the Secretary of Defense (OSD)

\*Joint Chiefs of Staff (JCS)

Inspector General of the Department of Defense

#### Department of Defense Agencies:

\*Defense Advanced Research Projects Agency (DARPA)

Defense Communications Agency (DCA)

Defense Contract Audit Agency (DCAA)

Defense Investigative Service (DIS)

\*Defense Legal Services Agency (DLSA)

Defense Logistics Agency (DLA)

Defense Mapping Agency (DMA)

Defense Nuclear Agency (DNA)

\*Defense Security Assistance Agency (DSAA)

On-Site Inspection Agency (OSIA)

\*Strategic Defense Initiative Organization

NOTE: \*Organizations serviced by OSD.

Department of Defense Field Activities:

- \*American Forces Information Service (AFIS)
- \*Defense Medical Support Activity (DMSA)
- \*Defense Technology Security Administration (DTSA)
- Department of Defense Dependents Schools (DODDS)
- \*Office of Civilian Health and Medical Program  
Office (OCHAMPUS)
- \*Office of Economic Adjustment (OEA)
- \*Washington Headquarters Services (WHS)

\*U.S. Court of Military Appeals

Uniformed Services University of the Health Sciences (USUHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite, or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.

NOTE: \*Organizations serviced by OSD

3. SENIOR EXECUTIVE SERVICE (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)